

EXHIBIT Q

Exhibit 95

From: Tariq Shaukat <tshaukat@google.com>
To: Kevin Lucas <kevinlucas@google.com>
Sent: Mon, 26 Nov 2018 09:22:20 -0800
Subject: Re: Very confidential thoughts
Cc: Kimberly Scott <kmscott@google.com>, "Fiona O'Donnell" <fiona@google.com>

I'm talking to Vats later today so let me get his thoughts on pricing.

Agree, the question is how do we message to Ulku that she's not getting the role. I think there is a good chance with Thomas coming here that we pause on new verticals for a while anyway, but if we didn't, she didn't come out on top of the existing interviews even without Diane. So we should capture that feedback I think, and then work on communicating to her.

I think Kevin has a plan for what he would do to reorient the tech partner team - not the domains, but some of the other areas.

Biggest outstanding question for me is whether partner engineering is as separable from tech partners as I think it is. I need to do a little more diligence on that.

Tariq

On Mon, Nov 26, 2018 at 8:30 AM Kevin Lucas <kevinlucas@google.com> wrote:

Good morning y'all~

I think these thoughts are getting us closer to a more ideal structure! A few thoughts below. If Nan moves into the new role, it leaves two gaps within Tech Partners - Programs (formerly Matsubara, interimly Mark Daigle) and several Product Domains (currently a few L7/8 TBHs). Re Domains, I can't think of how to reasonably scope a Director-level role to oversee all Product Domains (ie. not sure the value they'd add).

The concerns re Ulku are known. Given the final decision, we should discuss talking points and how to land the outcome.

Regarding Pricing, the obvious same-level reporting concerns exist. It's important to know that [REDACTED]'s base and '18 bonus are higher than [REDACTED]'s. While this structure is temporary, [REDACTED] will have visibility to this in Workday.

Once we confirm these changes, I'm happy to partner with Chris on comms (drafts started last week). There are two things that we'll need to have crisp messaging - how/why will each change deliver more impact, what are the key signals/metrics that will tell us we are successful.

Welcome back y'all!

Kevin

On Sun, Nov 25, 2018 at 1:24 PM Tariq Shaukat <tshaukat@google.com> wrote: